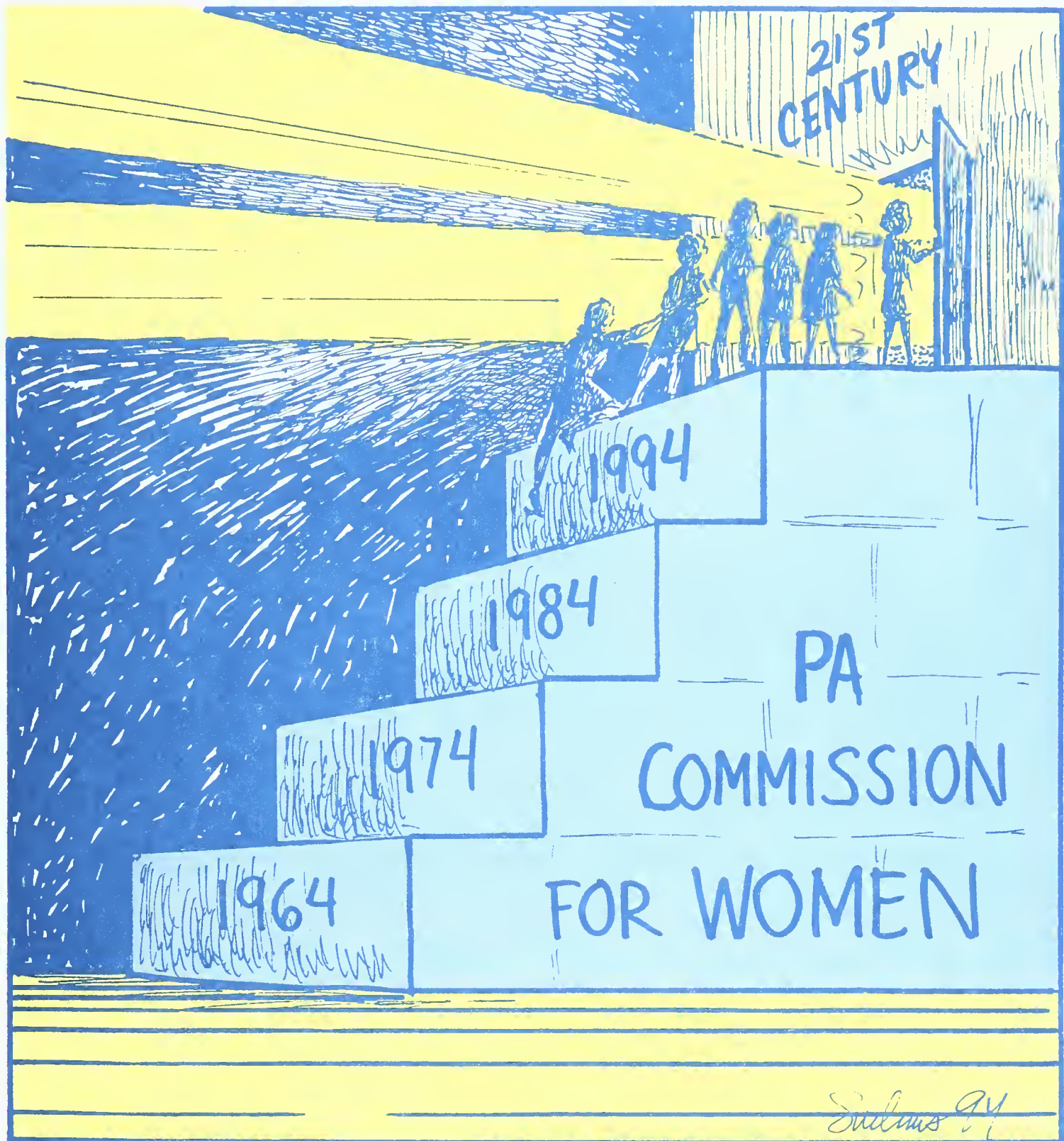


HIGHLIGHTS
OF
THE PENNSYLVANIA COMMISSION FOR WOMEN
1988 - 1994



Robert P. Casey
Governor of the Commonwealth

Janice H. McElroy
Executive Director

Judith M. Heh
Chair

PENNSYLVANIA STATE LIBRARY
DOCUMENTS SECTION

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COMMONWEALTH OF PENNSYLVANIA
OFFICE OF THE GOVERNOR
HARRISBURG

THE GOVERNOR

August 1994

To My Fellow Pennsylvanians:

For over 300 years, Pennsylvania has been a leader in assuring equal rights for all citizens. Since the 1600s, when the Quakers professed all persons to be equal, through the 1800s, when Lucretia Mott and Anna Elizabeth Dickinson promoted the advancement of organized women's rights, to the more recent 1971 adoption of the Pennsylvania Equal Rights Amendment, our Commonwealth has remained committed to furthering William Penn's dream of a land of freedom, tolerance, and equity for all people.

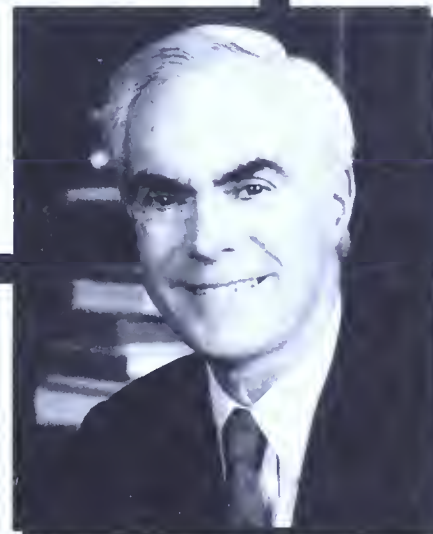
Since 1964, the Commission for Women has played an integral role in ensuring that all women have full and equal opportunity in all aspects of their lives. The Commission functions as a research, information, education, and advocacy group. Addressing issues such as economic equality, child care, leadership for women, health care, and sexual harassment, the Commission for Women has developed policies and programs to leverage systemic change whenever possible both within and without state government. This report illustrates the Pennsylvania Commission for Women's achievements over the past eight years of the Administration.

As we recognize the Commission's landmark 30th anniversary, we are proud of the significant accomplishments made by Pennsylvanians -- both women and men -- who have been at the forefront of the women's movement. Pennsylvania also can be proud that an unprecedented number of women have served as Cabinet members and in executive roles in state government during this Administration. Through their efforts, we have progressive parental leave policies, sound sexual harassment policies, and model child care centers for state employees. In addition, the Commission for Women, working with all administrative departments, has taken the initiative in developing the award-winning Leadership Development Institute for Women in State Government, the first such effort in the nation to confront the "glass ceiling" phenomenon in state government.

In the years to come, changes in the work force, the environment, and the family structure will continue to present us with new challenges and new opportunities for developing our economic and human potential to the fullest.

On behalf of all Pennsylvanians, I thank the staff and members of the Commission for Women for their dedicated service. I am confident that their future efforts will uphold our vision of equality in the Commonwealth.

Robert P. Casey
Robert P. Casey
Governor





**COMMONWEALTH OF PENNSYLVANIA
ROBERT P. CASEY, GOVERNOR**

PENNSYLVANIA COMMISSION FOR WOMEN

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August 1994

Dear Friends of the Pennsylvania Commission for Women:

When Governor Casey first addressed the newly appointed staff and members of the Pennsylvania Commission for Women, he challenged us to be "the conscience of the Commonwealth" and a "catalyst for change." Over the course of the Casey Administration, we have met that challenge by using our position in state government to leverage systemic change wherever possible both inside and outside state government.

With encouragement from the Governor's office, we identified a glass ceiling for women state employees. We initiated a Leadership Development Institute for Women in State Government to help break through it and to insure that all the best talent is used regardless of gender. This program received the 1994 Outstanding Achievement Award for innovative programs from the National Association of Commissions for Women.

This innovative programming, involving interagency cooperation, is typical of the Commission's work in striving to achieve long-term change. Other areas of focus are sexual harassment policies and procedures, women's health, the development of women's leadership skills, women's history, women's economic and educational equity issues, and violence against women.

The Commission continues to empower and to educate individuals and organizations through publications, conferences and speakers. We worked with women's groups to help create six new local commissions in seven years and to give support to the Commissions for Women in the state universities and the Penn State system. Our most successful work is done when we create allies to help us do the job.

This report describes the many other activities of the Pennsylvania Commission for Women during the Casey Administration.

The vision of being a "catalyst for change" is taken very seriously and given substance by the Commission. It is the force triggering reactions that ripple far beyond our bounds. It is an attempt to do what Archimedes, the inventor of the lever, once said of its potential, "If I had a place to stand, I would move the world." Thanks to Governor Robert P. Casey, the Pennsylvania Commission for Women is both a place to stand as well as the lever to move our part of the world.

Janice H. McElroy, Ph.D.
Executive Director



ECONOMIC EQUALITY 1988

Governor Casey directed the Commission for Women to focus on achieving economic equality for women. Executive Director, Janice H. McElroy, Ph.D., and Commission Chair, Judith M. Heh, were named to serve on a subcommittee of the Economic Development Partnership Committee to investigate the socio-economic status of women in Pennsylvania.

This Working Committee on Economic Equality for Women published a fact book entitled ***Human Capital + Opportunity = Economic Vitality: Women's Significance in Pennsylvania's Economic Growth*** and a separate executive summary report. Recommendations from this report led to the creation of the Bureau of Women's Business Development in the Department of Commerce, the development and piloting of a nontraditional career curriculum for students by the Department of Education, and the establishment of a Governor's Commission on Children and Family.

The Commission held a series of six public hearings on "Obstacles and Barriers to Women in Employment." The hearings highlighted women's concerns in the areas of pay equity/comparable worth, training and education, child care, family and medical leave, self-esteem, transportation, displaced homemakers, nontraditional careers, sexual harassment, domestic violence, lack of jobs, women-owned businesses, teen mothers/health and mental health care.

1990

The commission sponsored the Governor's Conference/Teleconference on Responses to



U.S. Sen. Harris Wofford and Janice H. McElroy, executive director of the Pennsylvania Commission for Women, at the Workforce 2000 Conference.

Workforce 2000 in Carlisle. It was broadcast via satellite to over 20 down-link sites around the state and reached over 1000 persons. The conference, aimed at small business owners and others interested in the future of the labor force, focused attention on family support models, business/education partnerships and managing diversity in the workforce. This provided the seminal idea for the creation of Pennsylvania 2000, a statewide business/education partnership started by Governor Robert P. Casey.

1991

The Pennsylvania Humanities Council launched a new Women's Studies Initiative. The Commission's Executive Director was active in its planning group and convened a regional meeting to explore ways to reach targeted audiences with the information about women's lives.

A task force of local experts on women's issues developed a curriculum design and services for low-income women and worked with the Executive Director in developing a pilot humanities-

based program to raise self-esteem. A grant was received to run a program for abused women in transitional housing. It used the humanities to increase self-expression and self-esteem.

1994

The Commission and the Pennsylvania State Data Center published the second socio-economic status of women report entitled ***Taking Women Into the 21st Century: Issues Facing Pennsylvania's Women***.

GENDER EQUITY 1990

Communications began between the Commission, Supreme Court Justice Nix, and the Pennsylvania Bar Association to initiate a gender bias in the courts study. The Pennsylvania Bar Association board of governors approved the study and agreed to contribute funding. A survey had been prepared and state-wide hearings proposed; however, the majority of the state Supreme Court voted that it would be inappropriate for them to be involved in such a study. The

Pennsylvania Bar Association withdrew its support for the project. The concept was put on hold until a more favorable time.



HEALTH 1993

The Commission and the Department of Health, Bureau of HIV/AIDS held focus groups throughout the state with women infected with HIV to learn about their special needs.

The Executive Director and Commission members served as county captains and regional coordinators of the Pennsylvania Breast Cancer Coalition in the national petition drive to demand that President Bill Clinton and members of the U.S. Congress declare breast cancer "an epidemic in America and a national priority" of our government.

Pennsylvania presented over 310,000 signatures to President Clinton at a rally in Washington, D.C. Mrs. Casey, who serves as honorary chair, helped to create the Coalition along with the Commission for Women and other interest groups.

1994

The Commission, the Department of Public Welfare, and the Department of Health, Bureau of HIV/AIDS held a roundtable on HIV/AIDS in women as a prelude

to setting up a task force. The HIV/AIDS in Women Task Force's mission is to raise public awareness about the growing problem among women and children; to identify specific program and strategy recommendations to address the needs of HIV-infected women, children and significant others; to create a public-private sector partnership to bring as many resources to bear on this problem as possible; and to identify funding resources and create a legislative strategy relating to this issue.

The Commission created the Women's Health Agenda Task Force which consisted of women from state agencies that address health care issues. The Task Force outlined women's health care needs and a recommended benefits package to insure that women's health care concerns were addressed in the debate on health care reform. The recommendations were forwarded to the Governor.

As a member of the Pennsylvania Breast Cancer Coalition, the Commission helped facilitate the "67 Women-67

Counties: Facing Breast Cancer in Pennsylvania" exhibit in both Harrisburg and Allentown. The photographic exhibit displayed photographs of women who had breast cancer from every county and was used as an awareness campaign, encouraging women to get mammograms and practice self-breast examinations.

LEADERSHIP DEVELOPMENT 1988

The Commission was given the responsibility of organizing and administering the Distinguished Daughters of Pennsylvania Award Ceremony and Luncheon. Each year the Governor honors seven to nine new members who have contributed outstanding service to the Commonwealth.

1989

The Commission co-sponsored and organized the first "Women in State Government Conference: Preparing for the 90s." Three hundred women attended and were recognized by Gov. Casey for their service to the Commonwealth.



Jacqueline A. Smith, deputy executive director of the Pennsylvania Commission for Women and conference coordinator, and Dora Carrington, acting regional administrator of the Women's Bureau, U.S. Department of Labor, at the fourth annual women's leadership conference, "Women's Voices for a Change."

1991

“Women Forging the Future” was the title of the Commission’s first women’s leadership conference. The goals of networking, showcasing Pennsylvania women leaders, and empowering women for change were stressed.

1992

The Commission held the second annual statewide women’s leadership conference entitled “Leadership for the 21st Century.” The focus was to empower women to make a difference in their communities and personal lives. An emphasis was placed on the involvement of younger women.

1993

The Commission held the third annual women’s leadership conference. This conference, “Empowering Women for the Future,” was held in conjunction with the Region III Conference of the National Association of Commissions for Women (NACW).

At the conference, the Commission presented the first Empowering Women Awards to the Women’s Center of Montgomery County, the “HOMESHARE” project of the YWCA of Greater West Chester, and the Dating Violence Project of the Women’s Center and Shelter of Greater Pittsburgh.

The **Governor’s Annual Workforce Report** revealed a decline in the number of women in the administrative and professional ranks over the past 10 years. As a response to this study, the Commission created the Leadership Development Institute for Women in State Government (LDI).

LDI is the first program of its kind in the country designed to provide women working in state

government with leadership, managerial and networking skills. The ultimate goal is to improve the quality and effectiveness of state government by increasing the diversity in its administrative levels and shattering the “glass ceiling.”

Thirty women representing 18 state departments were nominated by their department secretaries to participate in 10 monthly training sessions. LDI was continued in 1994 and received the Outstanding Achievement Award for innovative programs from the National Association of Commissions for Women.

1994

The Commission held the fourth annual women’s leadership conference entitled “Women’s Voices for a Change.” Bonnie Erbe of the PBS program, *To The Contrary*, provided the keynote speech. Empowering Women Awards were given to three outstanding women leaving public service: First Lady Ellen Casey-A Woman of Courage; Senator Jeanette Reibman-A Woman of Wisdom; and Judge Genevieve Blatt-A Woman of Justice.



LOCAL COMMISSIONS

The Commission has been supportive of the formation of new local commissions. During the past eight years, seven local

commissions have formed for a total of 10 throughout Pennsylvania. The new county commissions are Berks, Chester, Lackawanna, Luzerne, Mercer, and Montgomery. They join Bucks and Delaware counties and the cities of Philadelphia and Pittsburgh.

The Commission has worked closely with the State System of Higher Education in ensuring that Commissions for Women were created at each of its 14 campuses with appointed liaisons.

SEXUAL HARASSMENT

1991

The Commission sponsored a Sexual Harassment Workshop with the Pennsylvania Human Relations Commission. The formation of a support group for women who have experienced sexual harassment was a result of this workshop. The Governor was asked to reinforce the state’s policy at all levels of government.

1993

The Executive Director assisted in the revision of the administrative policy for the state on sexual harassments as stated by the Governor’s executive order.

WOMEN’S HISTORY

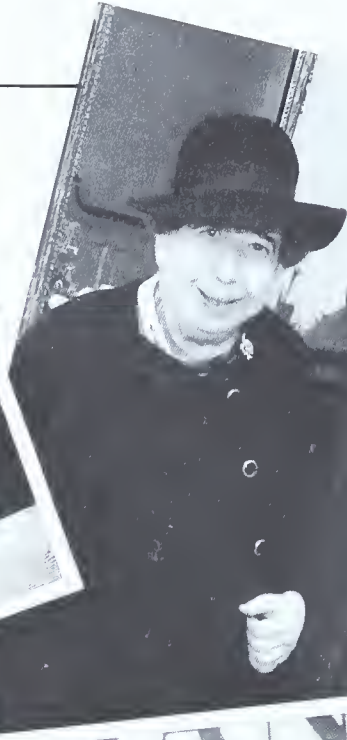
1989

The first **Women’s History Month Project: A Curriculum Competition for Teachers** was held. The competition has been repeated annually for six years. Teachers create lesson plans focusing on women’s historical contributions to the sciences and mathematics. Judges visit their classrooms during March, Women’s History Month.

The competition is designed to promote an awareness of the social, economic and cultural roles women have played in society. Winners receive cash prizes donated by the Friends of the



Dr. Helen Wise, deputy chief of staff for programs and secretary to the cabinet, at the fourth annual women's leadership conference, "Women's Voices for a Change."



State Sen. Jeanette Reibman accepts her Empowering Woman Award from Janice H. McElroy.



Women in Politics: Retired Commonwealth Court Judge Genevieve Blatt, Judith M. Heb, chair of the Pennsylvania Commission for Women, First Lady Ellen Casey, and Janice H. McElroy, executive director of the Pennsylvania Commission for Women.



Commission for Women and are honored at a celebration in Harrisburg during Women's History Month.

Women's Equality Day, August 26, and the 25th anniversary of the Pennsylvania Commission for Women were celebrated together. Equality Day is celebrated yearly with a luncheon and reception.

1991

The Commission and the Pennsylvania State University Commission for Women held a Women and Medicine Month Reception during September. Pennsylvania's women physicians at Hershey Medical Center were honored at the event co-sponsored by the Pennsylvania Medical Society, the American Medical

Women's Association, the Hospital Association of Pennsylvania, and the Pennsylvania Nurses Association.

A photo exhibit of historical prints showing women in medicine in the late 19th and early 20th centuries was displayed in various locations in the greater Harrisburg area. It is part of the Archives and Special Collections on Women in Medicine from the Medical College of Pennsylvania.

The Commission celebrated the 20th Anniversary of the Pennsylvania Equal Rights Amendment during a reception. Sen. Jeanette Reibman, who was a state senator when the amendment passed, and Rep. Pat Crawford, then a freshman legislator in the state House of Representatives,

shared their experiences and memories during the reception.

VIOLENCE AGAINST WOMEN 1988

The Commission lobbied for the passage of the Protection From Abuse Act by including amendments for protection from those who are sexual partners, whether or not they are living together, and protection for people abused by their siblings.

1993

The Commission again lobbied for the passage of the Stalking Bill that made stalking a crime.

OTHER ACTIVITIES OF THE PENNSYLVANIA COMMISSION FOR WOMEN

Child Care

- 1989-The Commission, worked closely with the Governor's Child Care Advisor on the development of child care policies and the establishment of on-site child care for state employees. Executive director serves as an ad hoc member of the Commission for Family and Children.
- The Executive Director served on the Department of Education's Child Care Advisory Committee.

Diversity

- The Commission, the Pennsylvania Council of

Churches and the Pennsylvania Human Relations Commission co-sponsored a "Racism in 90s" Conference.

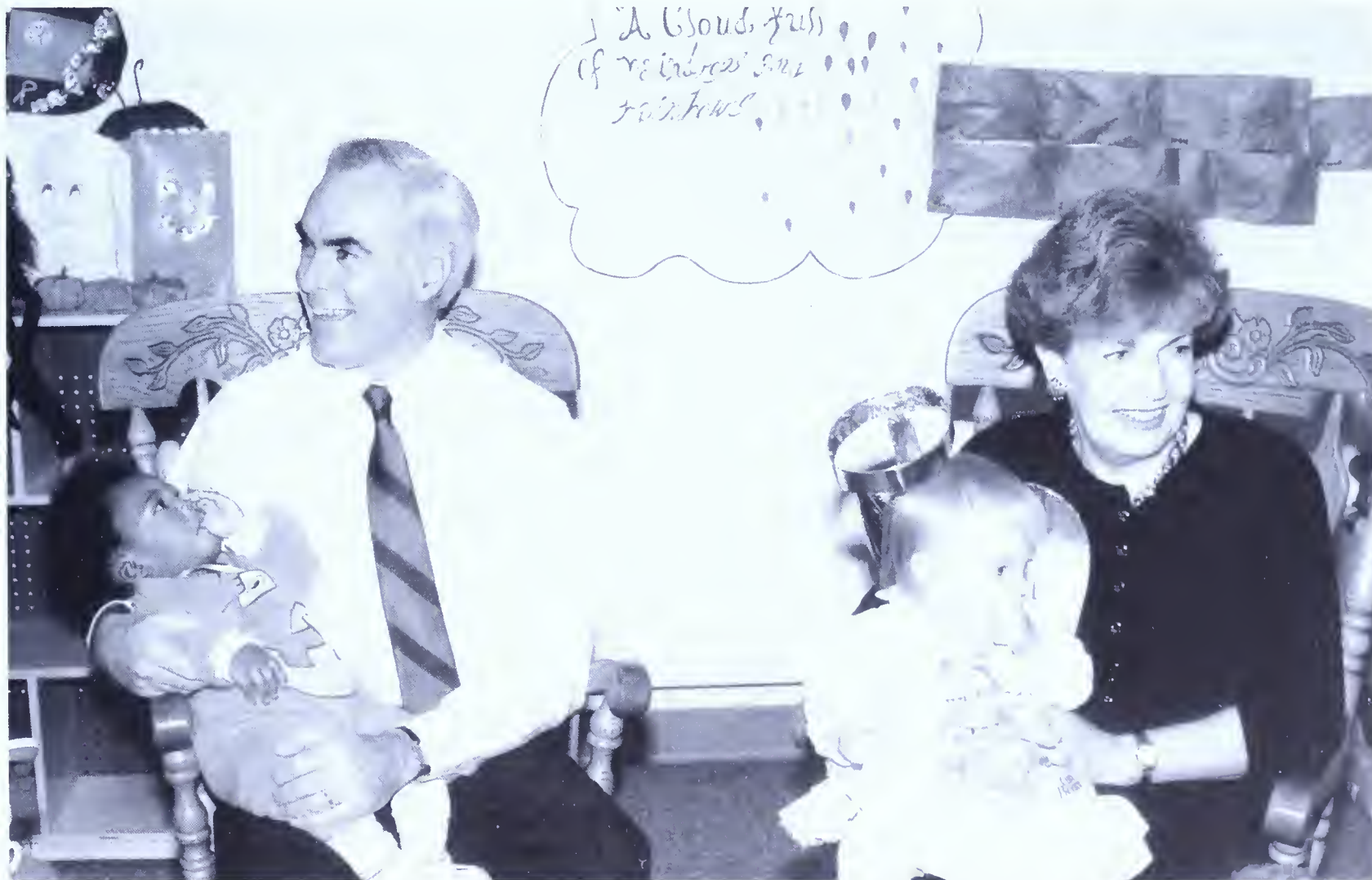
Education

- 1991-The Commission for Women co-sponsored an Educational Equity Roundtable with Pennsylvania American Association of University Women (AAUW) to present data on self-esteem and interest in math and science in students and to develop an action plan for ending systemic gender bias in the schools.
- 1994-The Commission, the Pennsylvania Department of Education, Pennsylvania State Education Association and other educational organizations co-sponsored an educational equity conference on gender and minority equity issues.

- 1994-The Commission and the Department of Education's Office of Education Equity co-sponsored a series of training workshops for teachers on how to recognize and end gender bias in the classroom.

Incarcerated Women

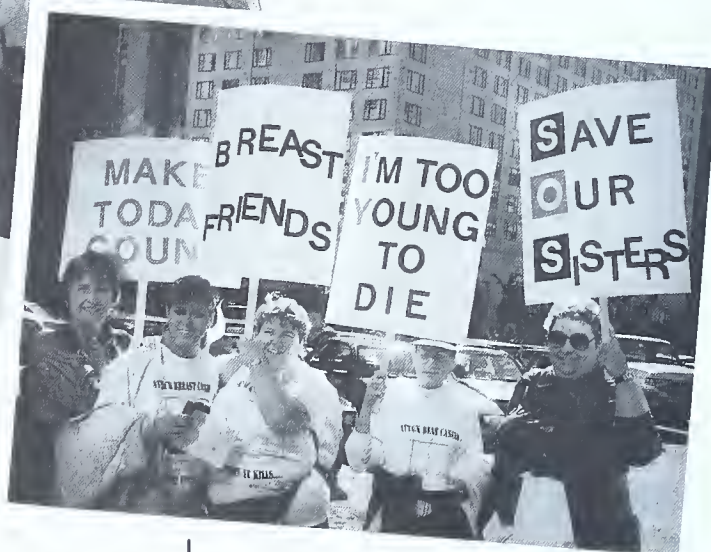
- 1990-The Commission helped to create the Incarcerated Women's Advisory Committee (IWAC). The Commission's Deputy Executive Director was appointed to it in 1992.
- 1993-IWAC held education forums for legislators, women's organizations, and service providers to present key issues related to women offenders, including health care, transportation and child care.
- 1994-The Deputy Executive Director chaired the IWAC Transportation Task Force



Governor Robert P. Casey and Mrs. Ellen Casey at the opening of the on-site day care facility in the Pennsylvania Department of Education.



Breast Cancer Coalition members marching in Washington, D.C.



which focused on facilitating the transportation of family members for visiting incarcerated women.

International

- 1994-The Executive Director served on the United States Preparatory Meeting for the United Nations Fourth World Conference on Women Region III Planning Committee sponsored by the Women's Bureau, U.S. Department of Labor and the U.S. Department of State.

Legislation

- 1989-The Commission began a series of Legislative Roundtables to bring together state legislators and citizens involved in issues affecting women and to foster open discussions between participants.
- 1992-The Commission actively lobbied in favor of two health care bills: the Radiology

Certification Bill, which mandates the certification of mammography providers and their equipment; and a mammography bill, which would reduce the age for insurance coverage to 40 for mammograms. Both were signed into law in 1992.

- The Commission is a founding member of the Pennsylvania Family and Medical Leave Coalition which helped to develop the Pennsylvania Family and Medical Leave Bill. In addition, the Coalition actively testified and lobbied for its passage as well as the federal bill which was passed in 1993.
- 1994-The Commission for Women has supported legislation calling for public information and education programs on diethylstilbestrol (DES).
- The Deputy Executive Director is a delegate for the Women's Legislative Exchange.

Older Women

- 1992-The Commission and the Department of Aging co-sponsored a videotape on mammograms for older women.
- 1994-The Executive Director served on the Department of Aging's Pennsylvania Planning Committee for the White House Conference on Aging.

Women in Politics

- 1991-More Women Candidates, an organization co-founded by the Commission for Women, merged with Pennsylvania Elected Women's Association to form the Women's Political Network of Pennsylvania. The Executive Director serves on the Board of Directors.
- The Commission has tracked and published the statistics on the number of women being elected to municipal, county and state offices for twelve years.

PUBLICATIONS

WOMENews is a quarterly newsletter focusing on issues of particular concern to women. It is used as a public education tool that addresses ways state government tackles the issues and provides information about the resources available to women in Pennsylvania.

Each issue focuses on a specific area of concern. Topics featured have been: child care; issues of older women; leadership; teen pregnancy; women in politics; women's health concerns; violence against women; and thinking globally and acting locally.

Pamphlets and brochures are published by the Commission to educate the public about women's issues. Current publications are: *Day Care Checklist* (English and Spanish editions)

Divorce Law Booklet
Employment Discrimination Brochure
Financial Aid for Re-Entry Women Students
Obtaining Child Support
Pennsylvania Equal Rights Amendment
Sexual Harassment on the Job

A number of video cassettes are available through the Commission office. They are:
An Uncommon Woman-autobiographical account of the life of Hon. Genevieve Blatt
The First Women in Pennsylvania Politics-a panel discussion for Women's History Month
Governor's Conference on Workforce 2000: Learn how business can meet the challenge of a diversifying workforce. Oct. 1, 1990

Gender Bias in the Courts: Changing Roles, Changing Attitudes-New Jersey Supreme Court Task Force on Women in the Courts
Exploring Nontraditional Occupations for Women: Is This Job For You?

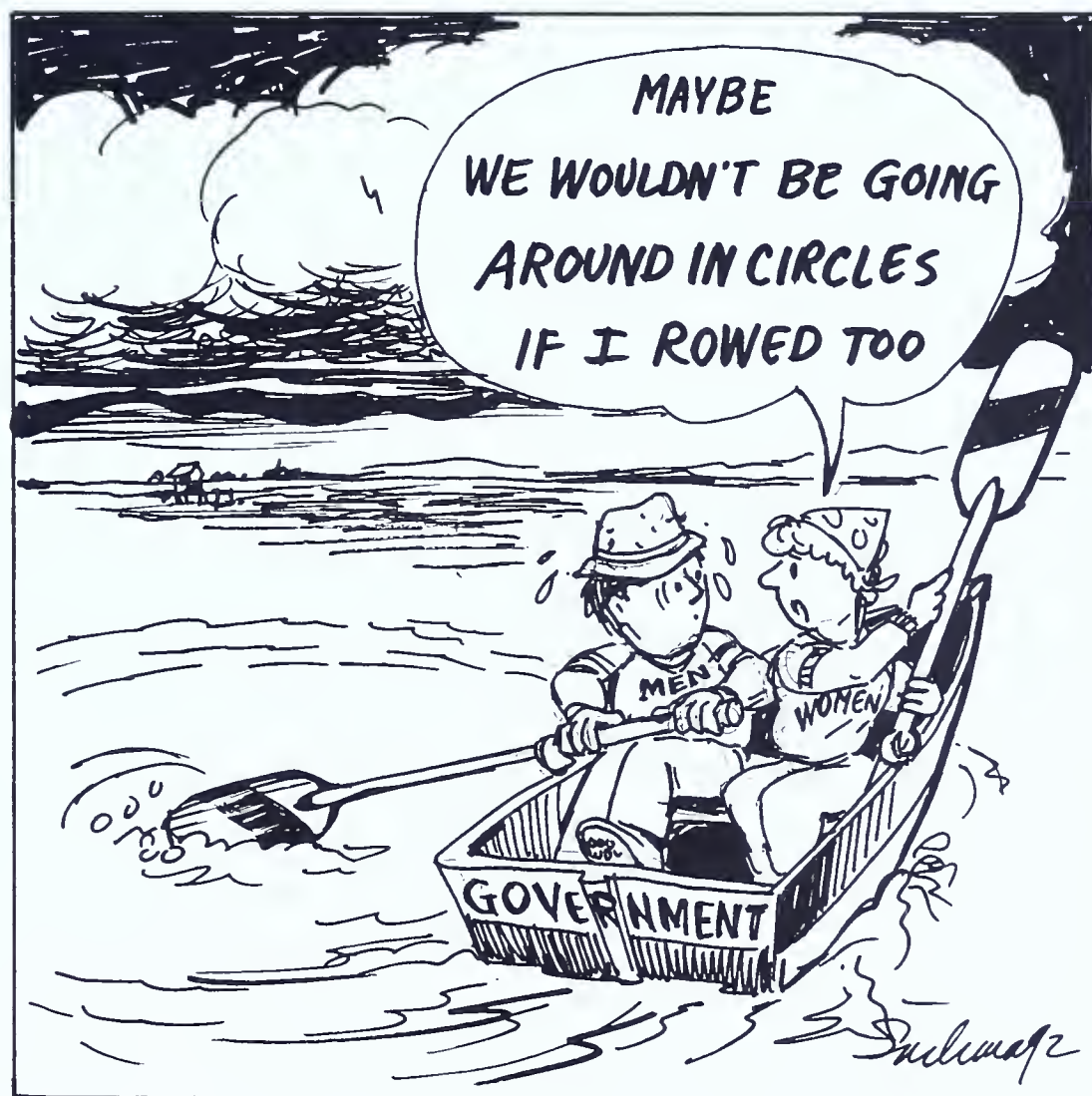
The Commission has a speakers bureau which sends staff and volunteer presenters throughout the state to speak on topics such as sexual harassment, health care, women's history, women in politics, and the work of the Commission. Through interviews, speeches and workshops, the Commission educates thousands of individuals annually about women's issues and what is being done to end gender discrimination in the Commonwealth.

INTO THE FUTURE 1994

The Commission will hold two forums entitled, "Building Bridges to Beijing '95: A Pennsylvania Status of Women Forum." The forums are preparatory events to the 1995 United Nations Fourth World Conference on Women in Beijing, China, and are designed to increase awareness and interest in the Fourth World Conference and to gather strategies for advancing women's rights.

The Commission is working with the Department of Education to develop a teacher information network on women's history curriculums.

The Commission is participating in the planning of the 1995 National Women in Corrections Conference.



THE PENNSYLVANIA COMMISSION FOR WOMEN

Members

Judith M. Heh, Chair	Barbara Price
Sister Matthew Anita MacDonald, Vice Chair	Sen. Jeanette Reibman
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Janet P. Benestad	Judith Schilling, Ph.D.
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Rep. Phyllis Mundy	Marsha Zakowski
Maria del Carmen Perez	Martha H. Zeller

Janice H. McElroy, Ph.D., Executive Director
Jacqueline A. Smith, Deputy Executive Director

Staff

Kelly Toth McCall, Press Secretary
Frances A. Weisinger, Executive Assistant
Dolores Skowronski, Administrative Secretary

Governor's Commission on the Status of Women, 1964

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Mrs. John J. Parkhurst, Vice Chairman	Mrs. Henry Larson
Mrs. Marjorie D. Tibbs, Executive Vice Chairman	Sister M. Lawrence McKenna
Hon. Sarah A. Anderson	Hon. Marian E. Markley
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Mrs. William Hughes	Mother Benedict Young, M.D.
Mrs. Richard Jablin	



Commonwealth of Pennsylvania
GOVERNOR'S OFFICE
EXECUTIVE ORDER

SUBJECT		NUMBER
Establishment of the Pennsylvania Commission for Women		1975-3
DATE	DISTRIBUTION	BY DIRECTION OF
February 27, 1975	B	<i>Milton J. Shapp</i> Milton J. Shapp, Governor

WHEREAS, By Executive Order dated April 11, 1972, I established the Commission on the Status of Women of the Commonwealth of Pennsylvania to help insure that women have full and equal opportunity to serve in every capacity as citizens of the Commonwealth and to participate in all facets of life; and

WHEREAS, Since its creation, the Commission has been a strong advocate for the rights of women in all areas of the Commonwealth and in all types of situations affecting women; and

WHEREAS, Further measures should be taken to increase state government's efforts to eradicate sex discrimination wherever it may occur in Pennsylvania;

NOW, THEREFORE, I, Milton J. Shapp, Governor of the Commonwealth of Pennsylvania do hereby create and establish the Pennsylvania Commission for Women.

1. PENNSYLVANIA COMMISSION FOR WOMEN.

a. Organization.

(1) The Pennsylvania Commission for Women shall be composed of at least fifteen but not more than twenty-one members appointed by the Governor and shall function in an advisory capacity to the Director.

(2) The Governor shall designate one member as chairperson of the Commission.

(3) Members of the Commission shall serve for staggered terms of one or two years as the Governor shall designate. The Governor shall fill any vacancies which may occur.

(4) Members of the Commission shall serve without salary but shall be reimbursed for their actual and necessary expenses incurred while attending official Commission meetings and performing such other official functions as the Director shall prescribe.

b. Functions.

(1) The Commission shall assist the Director to develop policies and carry out programs.

(2) Upon recommendation of the Director, the Commission shall investigate allegations concerning discriminatory practices against women.

(3) In its investigations and deliberations the Commission, with approval of the Director, shall hold such public hearings as it considers necessary to gather information, inform the public of its activities, and encourage public participation therein.

(4) The Commission shall adopt rules of procedure consistent with the provisions of this Executive Order.

(5) The Commission shall convene at least quarterly and at the call of the Director. A majority shall constitute a quorum for the purpose of conducting the business of the Commission. A vote of the majority of members present shall be sufficient for all actions of the Commission.

2. DIRECTOR OF THE PENNSYLVANIA COMMISSION FOR WOMEN.

a. There is hereby created in the office of the Governor the position of Director of the Pennsylvania Commission for Women.

b. The Director shall be appointed by the Governor and shall be responsible directly to the Governor.

c. The Director shall, with the approval of the Governor, employ such other persons as are needed for the proper administration of the program.

d. The Director shall report directly to the Governor, advising the Governor of matters affecting women.

e. The Director shall function as state government's advocate for women and shall have the responsibility for developing and implementing policies and programs to insure that women receive equal treatment in all areas of life and to insure that the Equal Rights Amendment to the Pennsylvania Constitution is fully implemented.

f. The Director shall cooperate with and enlist the support of appropriate agencies, both governmental and nongovernmental, to insure that complaints of sex discrimination are vigorously pursued and corrected.

g. The Director shall issue an annual report to the Governor and to the citizens of the Commonwealth and shall make such recommendations as he or she deems appropriate.

h. The Director shall widely disseminate information and data concerning women. All Commonwealth departments and agencies shall send to the Director any data and information which pertains to sex discrimination.

3. DUTIES OF AGENCIES UNDER THE GOVERNOR'S JURISDICTION. Agencies under the Governor's jurisdiction and every employe thereof are hereby directed to cooperate with the Pennsylvania Commission for Women and its Director and to supply the Director with all information and reports requested in order that the goals of this Executive Order may be realized.

4. RESCISSION. The Executive Order of April 11, 1972 entitled "Commission on the Status of Women of the Commonwealth of Pennsylvania" is hereby rescinded.

1994
The Pennsylvania Commission for Women
209 Finance Building
Harrisburg, PA 17120
717-787-8128

